



**Tom Kaney**  
Managing Partner

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### **Areas of Expertise**

Tom has held senior executive positions in the Pharmaceutical and Healthcare industries. As a Senior Vice President, Human Resources for GlaxoSmithKline, Tom was the primary architect of post-merger integration of four mega-mergers including SmithKline and French and Beecham PLC which has been hailed as a benchmark for merger success through culture renewal, leadership development, and HR and business process engineering.

His expertise includes change strategy and management; organization design; alignment of workforce and business strategies, HR best practices to support and drive business strategy, talent management/succession, and leadership development/coaching.

### **Background**

Tom began his career in Hospital and healthcare administration. He then became a Principal consultant with the Hay group and led Hay's Performance Management and merger integration practices, serving a variety of organizations in industries such as automotive, chemical, healthcare and manufacturing.

He held several positions within GlaxoSmithKline and GSK's predecessor companies. Roles have included SVP HR, worldwide R&D and SVP Corporate HR Smith Kline and French laboratories, SVP HR and Organization Development, SmithKline Beecham, and Sr. VP HR, North America Pharmaceuticals, GlaxoSmithKline.

Tom also held positions as Director, Organization Development and Compensation at Subaru of America and Sr. VP, Human Resources at Medarex, Inc, a biotech company. Over his career he has led a variety of HR transformations, culture change initiatives and several merger integrations.

Tom holds a BA from Penn State and a MA in Organizational Psychology from Antioch College.

Tom is a member of The Harvard Business Review Advisory Council.

### **Latest Thinking**

Sustained business success ultimately depends on the ability of the business to execute against strategy and to align the workforce from "the top to the shop" in pursuing and accomplishing key business objectives. This requires both a well-designed process for strategy formulation and execution as well as a comprehensive focus on employee and leadership retention, engagement and development and management systems and processes.